



Gender pay gap report 2025

Reporting on tax year 2024

Lifetime
group

0%

Median gender pay gap

646 women

343 men

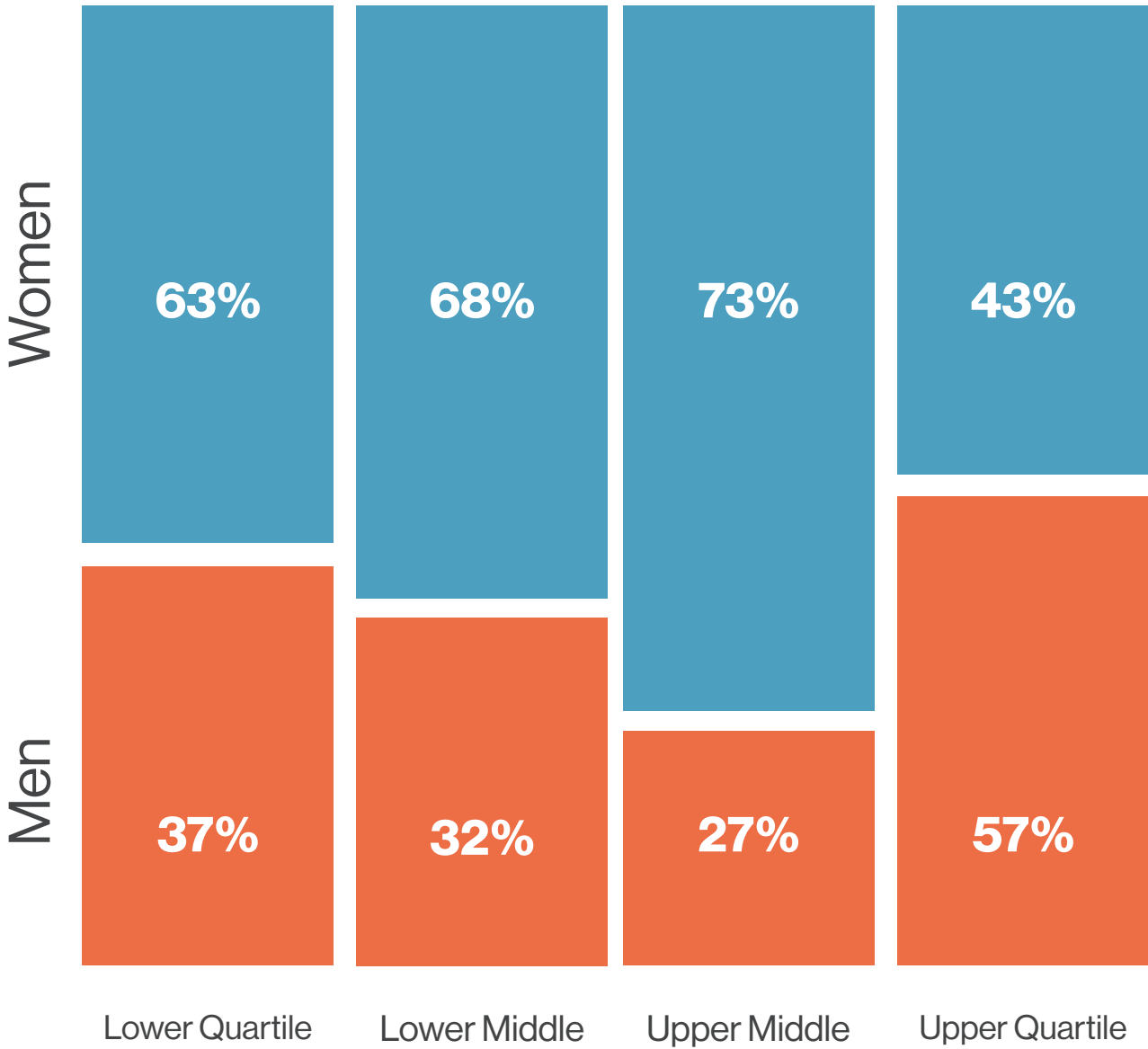
11% mean gender paygap

43% of women received a bonus

42% of men received a bonus

Gender population by pay quartile

As required by the regulations we have split our relevant paid colleagues into four equal quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile.



Our numbers





Creating a sense of belonging for all

With our Equity, Diversity and Inclusion (EDI) strategy now live for the second year, we continue to see traction on our quest to broaden the diversity of our workforce and create a sense of belonging for all. The year on year improvements in our Gender Pay Gap report are evidence of the impact our strategy and actions.

Women continue to be strongly represented at Lifetime Group, making up 65% of the workforce in this year's report (snapshot date 5th April 2024). Our reported Median Pay Gap became 0%, a 2 pt reduction against the prior year, meaning there was no pay gap between men and women on a median basis. Our Mean Pay Gap reduced by 1pt to 11%. These are the lowest pay gaps reported for the Group over the past three years. This is due to an increase in the proportion of males within the lower pay quartiles and a continued increase seen over the past two reporting years in women in the middle upper pay quartiles. Only the upper pay quartile remains relatively flat year on year as we work hard to retain and develop our existing leadership population at all levels (which remains predominantly female). Our Bonus Pay Gap also reduced significantly year on year, with a 25 pt reduction in the Mean Bonus Pay Gap to 32% and a 9 pt reduction in the Median Bonus Pay Gap to 52%.

Using insights gained from our EDI survey, in 2024 we introduced further enhancements to support our women at Lifetime Group. A large portion of Caring Responsibilities often fall to women and recognising we had a high proportion of Carers amongst our workforce, we introduced paid time off to attend medical appointments for dependants who they care for. We continued to promote our flexible approach to working, highlighting how this could be utilised during 'childcare crunch times' such as school holidays and the start of the school terms. We also introduced 'early finish Fridays', encouraging people to spend more time with loved ones when they've completed their 'to-do' list for the week. Recognising the pivotal role in which a line manager plays in supporting our people, we introduced a 'Health & Wellbeing People Management Upskill' masterclass, including topics such as women's health as well as broader health and wellbeing guidance and support. Recognising the importance of intersectionality, our wider work towards broadening the diversity of our workforce, through enhancing our attraction and hiring practices, our learning and development interventions, our communications and people practices, all further contribute towards our commitment to supporting our female employees and reducing the Gender Pay Gap. We also recognise that our ongoing actions will further enhance the Group and enable us to deliver our collective vision of **Creating Tomorrow's Workforce**.

Lifetime group

Lifetime Training

Clifton Heights
Triangle West
Bristol BS8 1EJ

lifetimetraining.co.uk